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24 OCT 1972

MEMORANDUM FOR: Deputy Director for Support

**SUBJECT : Office of Personnel Report - Week Ending
20 October 1972**

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1. Recruiters Attend Conference: [REDACTED]

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[REDACTED] Washington-based clerical recruiters, attended the Middle Atlantic Career Counseling Association meeting last week at Lancaster, Pennsylvania. MACCA is the junior college and community college equivalent to the Middle Atlantic College Placement Association.

2. Visit from Co-op Official: Mr. David Opperman, Assistant

Dean of the College of Engineering, University of Illinois, and also Chairman, Cooperative Education Division, American Society for Engineering Education, will visit [REDACTED] on 25 October.

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25X1A

3. FBI Seminar: The Chief, Plans Staff, [REDACTED]

attended the Federal Executive Institute seminar entitled "Program Effectiveness" last week.

4. Position Management:

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a. A meeting was held last week with Chief,

[REDACTED] Personnel to discuss grade

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levels for positions in [REDACTED]

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[REDACTED] two new positions at Headquarters.

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b. The auditing of Office of Training positions has been completed except [REDACTED] which will be done in January 1973. Two reports will be written, one covering OTR Headquarters and one covering [REDACTED]

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c. A meeting was held last week with Office of Security representatives to discuss the details of the second half of the [REDACTED] survey of Office of Security positions. The second half of the survey started 23 October [REDACTED] This survey will cover both Office of Security and Domestic Contact Service positions.

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5. UBLIC Campaign: The following statistics are attributable to the distribution of the UBLIC brochure:

- a. Total number of applications: 167
- b. Number of new applications: 137
- c. Number of applications for increase of

UBLIC coverage: 30

d. Amount of increase of coverage in force: \$4,090,800

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e. Average age of applicants: 38 yrs 3 mos

f. Number of male applicants: 135

g. Number of female applicants: 32

h. Breakdown of applicants by age groups:

21-25 yrs	12	41-45 yrs	36
26-30 yrs	20	46-50 yrs	28
31-35 yrs	36	51-55 yrs	10
36-40 yrs	25		

6. Health Insurance: The Civil Service Commission has approved an increase in the Association Benefit Plan effective the first pay period following 1 January 1973. The bi-weekly employee contribution for Self and Family will increase from \$8.81 to \$10.23. Self Only will increase from \$3.15 to \$3.64. For comparison purposes, AETNA will be \$12.88 and \$5.26 (high option) and Blue Cross \$14.11 and \$5.91 (high option).

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7. Eastern College Placement Conference: Attached is a report by [REDACTED] on his attendance 1-4 October 1972 at the 45th Annual Conference of the Eastern College Placement Association.

/s/Harry B. Fisher

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Harry B. Fisher
Director of Personnel

Att

Distribution:

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1 - IG

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1 - D/Pers Chrono

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19 OCT 1972

MEMORANDUM FOR THE RECORD

SUBJECT: Eastern College Placement Association - Annual Conference

STATINTL

1. During the period 1-4 October 1972 I attended the 45th annual conference of the Eastern College Placement Association (officially known as the Eastern College Personnel Officers Association) at Portsmouth, New Hampshire. [REDACTED] was the other Agency representative present. Approximately 400 people were present for most or all of the proceedings, representing 120 colleges and universities and as many employing organizations. Other U.S. Government agencies represented included NSA, the Civil Service Commission, the Atomic Energy Commission, the Navy Department, and the U.S. Foreign Service. The theme of the conference was "Priorities and Restructuring for the 70's."

2. My principal purposes in attending were to meet as many college representatives as time would permit; to get some indications from them and from employer representatives as to trends and developments in the job market; to get a current "feel" for the Agency's image on the campuses; and to learn what I could about the vocational interests of students, particularly in the more prestigious schools, as seen by the placement officers and counselors. These purposes were achieved in varying degree, as indicated in the following summation.

3. In addition to innumerable brush contacts in group situations I was able to talk with representatives from some 25 colleges and universities, ranging from Brooklyn College to the University of Maine, including Cornell, Harvard, MIT and Princeton; and seven of the strong women's colleges-- Barnard, Sarah Lawrence, Simmons, Mt. Holyoke, Smith, Vassar, and Wheaton. The Dartmouth representative, as president of the Association and the conference's presiding officer, was too busy to talk; Yale did not attend; and I was unable to reach the representatives from Columbia.

4. Comments of school and industrial spokesmen indicated that the job market is picking up again. Colleges report an increase of about 20% over 1971-72 in the volume of campus recruitment, almost entirely by business and industry. One reason appears to be a general improvement in the economic outlook and another, significantly, is a decline in student

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interest in entering business careers, particularly in the larger corporations and business enterprises. Corporate recruiters are having to work harder to meet their gradually increasing requirements. Job opportunities for graduates in the liberal arts, social sciences, and education are still tight but things are looking up for the business/accounting majors, engineers, and related scientific-technical fields. Government agencies are still suffering the effects of ceiling reductions and no noticeable increase in recruitment^{has} occurred, but some improvement is anticipated if budgets remain reasonably stable.

5. The Agency's "image" in the colleges apparently is not a significant factor for either good or ill. The "low profile" policy has paid off and, though we have our critics among both students and faculty, and the potential for overt hostility still exists if aroused by some ill-advised action on our part, the general attitude toward the Agency is likely to be either favorable or a sort of non-attitude, a lack of awareness of the Agency as an institution and potential employer, based on ignorance and indifference. The counterculture that dominated the campus three to six years ago has lost momentum, and those who would blacken our image today are more likely to be found among the younger faculty members than among the students.

6. As for the vocational interest patterns of students, I can only report in broad generalization, based on a variety of comments. The first is that individual freedom appears to be the most generally proclaimed value among today's students, particularly in the prestigious schools, and from that stems a growing tendency to shy away from big organizations whether in government or business. There is a corresponding expansion of the entrepreneurial spirit, the desire to start one's own enterprise, to hang out one's own shingle. Among those who can afford it a significant number of graduates are choosing to postpone the vocational decision, to take a year or so to look around, or to continue in graduate or professional school with frequently a switch in major fields. A Harvard spokesman reported, for example, that the University was shaken when only 59 of last year's graduating class, according to Placement Office records, accepted jobs in industry. This never happened before. The MIT representative said that their students, particularly in business and technical fields, show no marked change in interest patterns but are more searching in their evaluation of job opportunities. Similar comments were made by numerous spokesmen, and a significant number mentioned the value of co-op and intern programs as means of introducing new employees into the organization. At least three of the women's colleges representatives expressed strong interest in internships as a means of junior professional recruitment. Interestingly enough, they also noted that a number of their liberal

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arts graduates are taking secretarial courses as a means of finding employment. Government organizations are attractive to a great many students, particularly those concerned with domestic programs. The Foreign Service representative noted some small decline in the number of applicants from the top quality schools, though the overall numbers are still large.

7. Employment opportunities for minorities and women received much discussion, generally along predictable lines. The principal points made were, first, with respect to minorities: (a) employers are all looking for the "super black" which is a great mistake, because there aren't enough to go around; (b) salary offers for the few are getting unrealistically high; (c) many capable and deserving people are being over looked; (d) testing procedures in general use are inherently biased against blacks; (e) employers are not meeting their responsibility to black employees by providing the training they may need to become fully competitive. As for women, the point was made that colleges and universities are more discriminatory against women than either government or industry.

8. Finally, I was pleased to note that our field recruiters are held in high regard by the college placement officers. Newell Brown of Princeton spoke most favorably of [REDACTED] and it was quickly apparent that [REDACTED] is on very good terms with the schools throughout New England. [REDACTED] did not attend the conference--the Agency is allowed only one membership in the Association and [REDACTED] has it--but he was spoken of in equally favorable terms by representatives from his area. All in all, it was a most informative and useful meeting, and I expect to follow up on several of the contacts made.

[REDACTED]
Deputy Director of Personnel
for Recruitment and Placement

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